

**The Arizona Hospital and Healthcare Association
Arizona Nurses Association
Arizona Organization of Nurse Executives
Arizona Healthcare Human Resources Association**

Present

Building the Healthcare Workforce through Immigration of Foreign Workers

Administrative leadership at hospitals and health systems are looking for ways to address the crisis in healthcare staffing. One avenue is through the recruitment of foreign-born nurses, physicians and other healthcare professionals. This full-day seminar will feature immigration law experts, regulators, hospital representatives currently doing foreign recruitment; and foreign-born workers working in Arizona hospitals. It will provide attendees with information on current immigration law, recent economic developments working in favor of Arizona hospitals; impact of the Nurse Practice Act; ethical considerations; and practical strategies for immigrating and assimilating workers.

**March 20, 2003
9 a.m. - 4 p.m.
Wyndham Phoenix Airport**

Please route to:

- Nurse Executives and Managers
- Directors of Human Resources
- Directors of
- Physician Relations
- Staffing Office
- Nurse Recruiters

Sponsored By



www.nurseimmigrationusa.com
meladee@nurseimmigrationusa.com
602-547-0017

Building the Healthcare Workforce through Immigration of Foreign Workers

Learning Objectives

At the end of this workshop, attendees will:

- * Understand the latest immigration laws pertaining to healthcare professionals;
- * Understand recent economic, legal and social developments creating recruitment opportunities;
- * Recognize ethical considerations involved in foreign recruitment;
- * Understand recent changes in nurse practice legislation and its impact in Arizona and nationally;
- * Understand strategies that can be implemented now to effectively immigrate needed healthcare workers; and,
- * Understand and recognize solutions to assimilation issues with foreign workers.

Target Audience

This workshop is targeted to individuals responsible for recruiting workers for healthcare organizations. The following individuals are encouraged to attend:

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|------------------------------------|----------------------------------|
| * Chief Executive Officers | Directors of Personnel |
| * Human Resource Executives | Nurse Recruiters |
| * Chief Nursing Executives | Staffing Personnel |
| * Directors of Physician Relations | Director of Business Development |

Featured Speakers (in order of appearance)

Maria Weston, RN, MS, Executive Director, Arizona Nurses Association, Tempe, AZ

Carl Shusterman, The Law Offices of Carl Shusterman, Los Angeles, CA

Joey Ridenour, RN, MS, Executive Director, Arizona State Board of Nursing, Phoenix, AZ

Michelle Ausdemore, Attorney-Shareholder, Ryley Carlock and Applewhite, Phoenix, AZ

Panelists

Starr Barron, RN, Director of Staffing, St. Joseph's Hospital and Medical Center, Phoenix, AZ

Paula Bradney, Director of Staffing and Recruitment, Banner Health System, Phoenix, AZ

Jim Sheets, Director of Operations and Facility Planning, St. Joseph's Hospital and Medical Center, Phoenix, AZ

Meladee Stankus, Nurse Immigration USA, Phoenix, AZ

Jane Matte Wilson RN, Nurse Recruiter, University Medical Center, Tucson, AZ

Questions?

Please direct questions and requests for additional information to edservices@azhha.org. Individuals without e-mail, or who need to speak with someone directly, should call **Brenda Guerrieri, Educational Services Registrar, at (602) 445-4356.**

Location/Lodging

**Wyndham Phoenix
Airport 427 N. 44th
St. Phoenix, AZ
85008 (602) 220-
4400**

Individuals in need of lodging during the seminar are responsible for making their own reservations. A special room rate of \$119 has been arranged for registrants. To ensure that you receive this rate, please make your reservations as soon as possible and be sure to mention the Arizona Hospital and Healthcare Association (AzHHA) when reserving your room. After February 20, 2003, AzHHA's room block will be released and rooms will be provided on a space available basis.

Attendance Policy

AzHHA's seminars are intended for the benefit of its members and affiliated healthcare organizations, which include individuals and organizations that provide support services or are otherwise involved in the delivery of healthcare. For the best interest of its members, AzHHA retains the right to limit attendance as needed.

Cancellation Policy

A full refund of the registration fee will be given if notice is received five business days prior to the program. If notice is received within five business days of a program, refunds will be given, less a \$50 administrative processing fee. Refunds will not be given for any cancellations the day of the program; however, alternates from the same organization can be substituted.

Continuing Education Credit

All participants will receive a Certificate of Attendance at the conclusion of the seminar. Many national, state and local licensing boards and professional organizations will grant continuing education credit for attendance at this seminar when you submit the course outline (save the brochure) and Certificate of Attendance. It is recommended you contact your own board or organization to find out what is required.

About the Sponsors

The Arizona Hospital and Healthcare Association, the Arizona Nurses Association, the Arizona Organization of Nurse Executives and the Healthcare Human Resources Association of Arizona have come together to offer this program as part of their united focus to provide hospitals and healthcare delivery systems with a greater supply of qualified healthcare workers.

The Arizona Hospital and Healthcare Association wishes to ensure that no individual with a disability is excluded, denied services, segregated or otherwise treated differently from other individuals because of the absence of auxiliary aids and services. If you need any of the auxiliary aids or services identified in the American With Disabilities Act, please advise AzHHA by indicating any special needs on the registration form provided. You will be personally contacted to make arrangements.

Program Agenda

8:30 - 9 a.m. Registration/Continental Breakfast

9 — 9:45 a.m. Welcome/Overview

Ethical Considerations: Recruiting for the Right Reasons

Speaker- Maria Weston

The issue of immigration and the importing of labor is very complex. This session will discuss the ethical considerations for recruiting foreign-educated nurses in the midst of a worldwide shortage. An ethical recruiting framework will be presented by the Arizona Nurses Association.

9:45 - 12 Noon The "ABC's" of Employing Foreign Workers

Speaker: Carl Shusterman

During this session Mr. Shusterman will provide attendees with a brief history of U.S. immigration law, methods by which people immigrate to the U.S and how the healthcare industry can fit into 'his process. Specifically he will discuss employment issues, steps and guidelines for employing nurses on "green cards"; education and licensure requirements; processing the visa petition, forms, timelines and the "IWC"; interviews at the U.S. consulate, forms, photographs, fees and other requirements; Visa Screen and English language tests, recent legal, economic and social developments that are making the recruitment process easier for hospitals; practical tips for creating an efficient, compliant immigration processing system; and employing foreign physicians and allied professionals.

12 Noon - 1 p.m. Lunch

1-2 p.m. Changes in Nurse Practice: The Impact on Foreign Nurse Recruitment

Speakers: Joey Ridenour and Michel/e Ausdemore

This session will examine the history of foreign credentialing body problems and barriers experienced by foreign educated nurses wishing to obtain their licenses to practice in Arizona. It will discuss the employer's perspective and action taken by Arizona hospitals and other parties, such as the Arizona State Board of Nursing and Arizona Nurses Association, to modify the state's approach. The presenters will also discuss the controversy surrounding the possible international rest sites for NCLEX.

2 - 3:15 p.m. Immigration in the Trenches: Current Practice and Lessons Learned

Panelists: Jim Sheets (Moderator), Starr Barren, Paula Bradney, Jane Matte Wilson, Meladee Stankus

Don't miss this session where you will learn from colleagues in Arizona who are already impacting their staffing needs through foreign workers. You will learn about two strategies that are Doing used -- Direct Hire and Contract Worker -- and the common internal barriers to recruitment. Attendees will also learn about the need for sufficient orientation with these workers upon their arrival.

3:15 — 4 p.m. Personal Stories on the Bumpy Road to Assimilation

This session will feature two foreign-born nurses currently working in Arizona hospitals and their stories of the process that brought them to the United States and Arizona. Both nurses are from the Philippines; one has been a critical care nurse for 8 1/2 years, and the other has been in the U.S. for less than a year and is an OR nurse. Attendees will gain an understanding of the commitment and dedication of these foreign workers and what strategies are needed to assimilate them into our culture and healthcare delivery system.